

INVESTIGATION STUDY ON EFFECTIVE TOOLS FOR CONSCRIPTION OF VARIOUS INDUSTRIAL APPLICATIONS

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ABSTRACT

Improper selection of worker or supplier may lead an unpleasant impact on original equipment manufacturer. The greatest challenge for every industry is the acquisition of workers with talents and the strength of the supplier. In industries, the workers are expected to work with skill and technical knowledge based on the applications of the industry. There are different tools available for accurately monitoring and tracking the supply of conscription and connecting this with the performance, every industry can bring their maximum production rate on their production achievement. In this research, an attempt was made to study on the investigation of effective tools for conscription of workers for various industrial applications was carried out and necessary suggestions were made.

KEYWORDS: Industry, Applications, Conscription, Tools & Effects

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INTRODUCTION

In India, there are different manufacturing industries with the voluminous support of customers and workers for producing all kinds of products including automobile, home appliances, electrical equipments, etc. Engaging the right candidates with the right skill for the manufacturing industry is an art and science. The backbone of any original equipment manufacturer is the workers with their contribution and the suppliers with the major stakeholder of their supply chain. The worker and supplier have a main contribution to the original equipment manufacturers quality of the product, delivery schedule, customer satisfaction, profitability and market competitiveness. Thus suitable choice of worker and supplier becomes an important decision making area in any manufacturing process. Proper selection of worker and suppliers can considerably decrease production lead time, reduce manufacturing cost, increase customer satisfaction and strengthen corporate competitiveness. With the growing technology and internet usage; job portals are playing an unavoidable role in finding right skillful candidates for the right employment. Industries are always waiting to get the right opportunity for relationship building with the information required to improve the manufacturing decision. Many industries are developing a talent pool, whereas very few are tracking and measuring the effectiveness of their sourcing efforts on their production [1-4]. A sourcing strategy requires industries to have a clear picture and close attention to the science of basis and also provide data on which basis have results on worker performance and supplier selection [5-11]. Even though there are several lean tools are available to enhance the overall efficiency of the industries, selection of worker is also an important factor for improving the strategy of the industries [12-16]. Worker referral programs,

selecting the right technology and selecting the right rebases provider who offers insight and accuracy into basis of conscription information are effective tools for an effective basis of employment [17-21]. There are various supply tools of internal basis like relocates, promotions and demotions of present workers and external basis like advertisements, job portals, industry websites, social network, employment agencies, job fairs, campus conscription. Hence, the manufacturing industries can adopt any one supply tool for getting the right workers for their industries based on their need and applications [22-26].

CONSCRIPTION TOOLS FOR INDUSTRIES

Nowadays, it is impracticable to successfully produce low cost, high quality products without satisfactory vendors and skilled labours. Thus, one of the significant manufacturing decisions is the selection and maintenance of the competent group of suppliers and workers. Supply chain management is the task of combining industrial units along a supply chain and coordinating material, financial and information flows in order to fulfill ultimate customer demands with the aim of improving competitiveness of the supply chain as a whole. Similarly, for manufacturing it is essential to get right workers to do the right job at the right time to meet the customer demand. There are different tools available to conscription of workers based on the applications of the industry.

Internal Basis Tool

The first tool of internal basis for conscription is mainly to motivate the workers of the concern industries to apply for the vacancies within the industries. Job openings are informed to the workers of the same industries by giving internal advertisements, word of mouth or email communication [27-31]. Many industries are following this approach to encourage and motivate the skilled workers of the industries, to reduce the worker turnover and to reduce the cost of conscription. Different methods of internal basis of conscription are shown in Figure 1.

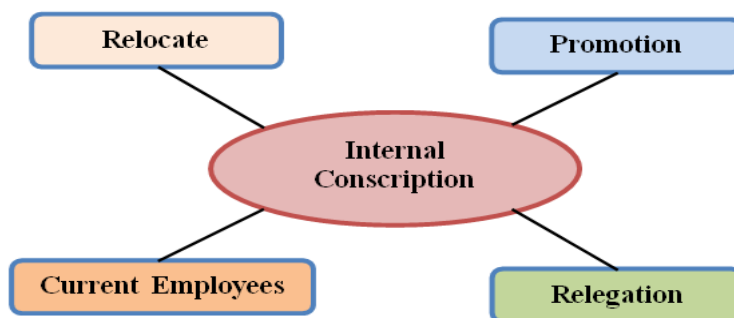


Figure 1: Internal Basis Tool

Relocation

The workers may be relocated from their work place to develop their knowledge and skills based on the industry applications. The relocation provides experience in other areas of a worker's current department or in a new department within the industries. A worker's relocation is a way to help a worker gain wider and broader experience within the production. It is more often available than a promotion, because only fewer workers inhabit each successive layer as they are promoted up the industry's chart. A relocate will not generally give a higher salary rather it makes the worker gain more knowledge and experience. As managers look for ways to help workers continue to develop their skills, experience and knowledge about the production, a relocate is an option to consider. When working with a performance development

planning (PDP) process along with promotions, are located provides an opportunity for a worker to learn and grow and hence, it is motivation for the workers. When an industry gives relocation to their workers it shows that the industry gives opportunity for their workers to develop and shows that the industry cares for the workers.

Promotions

Promotion is an advancement of a worker's position within the industries. This may be due to the impact of the worker's active performance. Promotion is always associated with higher pay as well as financial bonus, status, responsibility and ability to influence broader industrial decision making. Because of the value and prestige that a worker is held in by the employer, the promotion is a visible action that other workers see and thereby motivating everyone in the industries. The person who is promoted to higher position will be vacating his previous post and thereby creating a vacant position and thus acting as a basis of conscription.

Relegation

Depending on the performance of the workers of the industries, sometimes managers should take decisions regarding the lower positions of few workers of the industries. These workers can act as a basis of conscription to the lower positions.

Current Workers

Workers of the industries communicate or inform about the vacant positions of the industries to their intimate relations. In many industries, they allowed referring potential candidates for the suitable vacancies and thus the management will be relieved of searching out the talented candidates.

Merits and Downsides of Internal Basis Tool

If the workers are given an opportunity of promotions then, their dedication and loyalty increases towards the industries. The motivational level of the workers is highly increased not only the one promoted, but also the others. Industrial culture is portrayed positively and reduces the industry's induction program's efforts since all are aware of the rules and regulations. The job security and the job satisfaction level in the workers are increased and there is a higher reduction in the worker turnover. Relocation within the industries reduce the monotony and dissatisfaction within workers and conscription costs can be saved and efforts are reduced.

Workers will have new roles to be learned. If a worker was well versed with his current roles, a new change might take his time and efforts to get adapted. It might also take time to get along with the new coworkers and their environment. The internal basis of conscription reduces the chances of finding talented, efficient and more skilled people. For the position demanding innovations and creativity, this method will be disadvantageous. Lacking more efficient candidate from the external environment becomes a competitive advantage to the competitors. All the industries are not compatible with this approach.

External Basis Tool

Another type of conscription tool is external basis to get the skilled and more efficient candidates external to the industries based on their industrial application needs [32-34]. Job vacancies are updated to the candidates by using the various external methods like employment agencies, campus conscription, advertisement, industry websites, job portals,

social network and job fairs are shown in Figure 2.

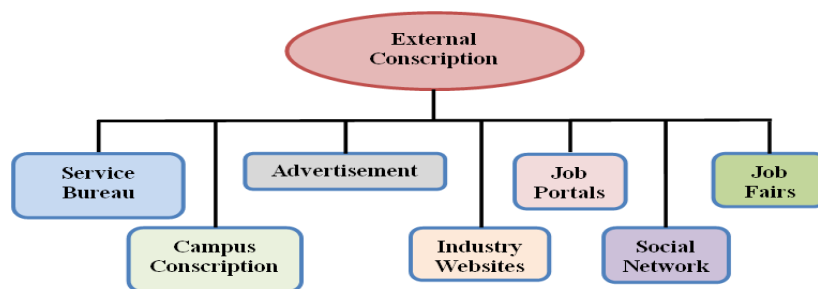


Figure 2: External Basis Tool

Service Bureau

Service bureau is an industry which matches the industries to workers. In all developed countries, there are publicly funded service sectors and multiple private sectors which act as employment agencies. A public employment is a government funded agency to help the candidates in job hunt based on the industrial applications. Both uses various techniques to pool the talented candidate and provide their resumes according to the requirements and thereby making the search easier for the manufacturing industries.

Campus Conscription

Campus placement or campus conscription is conducted within educational institutions or in a common place to provide jobs to students pursuing the final stages of their education. In this program, large scale industries visit the colleges to select students by conducting interviews and certain selection procedures. The major objective of campus placement is to identify the talented and qualified professionals before they complete their education. This process reduces the time of industries to select the talented candidate, according to their applications. This is an easy and highly economical method that all the companies can take up and it also helps in selecting energetic and fresh talented candidates.

Advertisement

To select skilled and more talented candidates placing advertisement for the vacant job is another alternate way. Advertising in the electronic and print network gives better results. This method is frequently used to find skilled workers, higher staffs, clerical jobs, etc. In order to attract a larger pool preparing a good advertisement is an important task.

Industry Websites

Industry website is one of the most important factors in attracting talented candidates. In this internet era, the first thing a candidate does once he hears about a industry, is opening the website. So, every industry these days spend more in developing an attractive website for them which will give and highlight all the industry information. Candidates go directly to the basis and will get to know about the openings and they may sign up to be notified of new openings as soon as they are posted. A regular checking is important to be followed by the industries so that they don't lose the talented candidate.

Job Portals

Job portals can inform up to date job alerts to the candidates and offer attractive benefits and packages to the employers. The tools and techniques used by the job portals highly reduce the efforts in finding the skilled candidate. A job

portal is otherwise known as a career portal, which is a modern term for an online job board. It helps applicants find jobs and helps employers in their search to locate ideal candidates. These days there are many Career websites that have job portals and offer a broad range of jobs in a vast number of fields. Some government agencies, nonprofit industries, universities and private sectors have their own job portals that applicants can access the industry website according to their manufacturing needs.

Social Network

Social network is the fastest basis of attracting candidates. The use of social network for conscription takes place where companies use social networking sites like LinkedIn, Facebook, Twitter, etc. to advertise job openings and recruit potential workers. Over 92% of companies planned on recruiting through social network in 2012 and 73% have already successfully recruited the candidates through a social network. LinkedIn continues to be the most popular for industry, employer and candidates and is the important platform to network and get communicated. It also creates a personal brand as well as for production. Aside from LinkedIn, Facebook and Twitter, with 66% of industries using Facebook to find new talent and 54% are using Twitter. A Large and medium scale industries have Facebook and Twitter pages where they post their company's brief introduction, details, job vacancies and provide ideas on how to apply for the vacancies. While using the entire social network, candidates should proficiently optimize their profile, so that the industry can easily find them appropriate for the opening.

Job Fairs

Job fairs attract a vast pool of candidates and job fairs are like a public relation for a industry. Just within few hours the companies get to meet several candidates with face to face interactions. It's talking to the candidate directly rather than reading a profile or resumes. Other than the candidates, the companies get to meet different industries in the job fairs and thereby helping them to have widened their network. In the job fairs, industries attract others by bringing useful materials, attractive booth and showing enthusiasm in their presentation. As with any conscription method, recruiting from outside of industries carries both advantages and disadvantages.

Merits and Demerits of External Basis Tool

External conscription opens door and attracts a wide pool of applicant and thereby increasing the chances of getting the right candidate. Bringing the talented candidate from outside motivates the candidates within to work hard and achieve more for their promotional chances. The companies are always on a look for fresh opportunities and thereby learning how to stay competitive in the market. Looking outside the industries also allows a industry to target the key players that may make its competition successful. Recruiting a candidate with a proven track record for the competition allows the industry to get an insider's view as to what the competition is doing to be successful. This gives the industries a chance to stay a step ahead of the competition. For an industry to meet its diversified requirement, opening door to outside candidate with innovative talents is a key factor to stay in this competitive era.

Selecting candidates from outside takes longer time to train and get them adapted to the new environment. These maladjustments have an adverse effect on the working of the industries. It damages the worker morale and the candidates within the industries feel that their chances of a promotion are lessened thereby getting demotivated. This in turn reduces the productivity of the industries. The time taken and the cost of hiring a candidate from outside are much more than the internal conscription. Bringing in new ideas by the freshly recruited candidate might not be accepted by the old staffs of the

industries and thereby due to the lack of cooperation affecting the productivity. Industries cannot trust the agencies always. By recruiting candidates through external conscription, conscription agencies play the role where they do not have exact knowledge about the culture of the industries and their internal qualities. They also do not take much care about the key requirements of the post.

CONCLUSIONS

Based on the above study, the selection of supplier and workers with different methods and tools were investigated for different industrial applications. The analysis like demand forecasting, basis analysis and industry policy decision were carried out. Based on the study the following conclusions and suggestions were made.

- Workers and industries must make sure that there are good and bad aspects when the conscription is considered with all the negative aspects can be made positive by taking a few steps and working towards it.
- While selecting the best worker many criteria may be involved and that could be different for different approaches. The decision makers always express their preferences on the attributes of the worker which can be used to help rank the worker and choose the enviable one.
- Every industry would try to make changes and stand unique from others and at that point of view, changes need to be made by selecting workers externally. By which the industries can develop a diverse team where there are new creative skills who work together.
- Workers work together to attain the goal and objective of the industries by cooperating in all the ways. External conscription is beneficial for project works as new operation can be obtained.
- Workers who have innovative thought about external conscription can read through the above tips and understand that the conscription is a beneficial one in several ways. The process and procedure are also different when external conscription is considered.
- Employers and workers must welcome the external conscription bodies in their industries and make it a practice in the industry conscription practice. This method must be adopted and made a rule in all companies that workers who work within the industries welcome the new candidates with no resistance.
- This study has two limitations that the study was considered only two kinds of tools and also it focuses on the area of application related to the worker and the supplier selection problem only.

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